Memorandum



City Manager's Office

Date: February 16, 2017

To: Mayor and Councilmembers

From: Ken Jones, Deputy City Manager, CFO (x8504)

Cecilia Robles, Municipal Budget Office Director (x8881)

Through: Andrew Ching, City Manager

Subject: Long-Range Financial Forecast Update

Introduction

During your February 16th Work Study Session, we will review the latest updates to the financial forecast, which will be used for upcoming budget decisions, and we will highlight significant changes since the November 2016 forecast. The financial forecast does not represent a budget recommendation; rather, it is intended to provide context for the development of the City Manager's recommended budget. We use the forecast to project future resources, demonstrate the projected costs of status quo operations and the potential financial impacts of various operational alternatives. This is an opportunity for Councilmembers to explore the financial impacts of potential policy changes and to examine improved service strategies.

General Economic Conditions and Projections

The City's overall financial condition is strong and stable. The City has experienced steady revenue growth over the past few years and our five-year forecast for revenues remains positive, anticipating moderate growth in taxable sales and other revenue sources. Growth of taxable sales in Tempe's hotel industry remains strong and recent development activity has provided a big boost to construction sales tax revenues. Increases in other local taxes should provide for a stable local tax revenue stream for the remainder of the current fiscal year and into fiscal year 2017-18, with moderate growth projected in the subsequent years of the forecast. An economic downturn is inevitable at some point in our cyclical economy. We do not assume an economic downturn in this forecast but we do project healthy fund balances to overcome moderate recessionary trends.

Potential Budget Challenges

Contributions to the Public Safety Personnel Retirement System (PSPRS) continue to be one of the most volatile factors in projecting annual personnel costs. PSPRS' projections of future minimum required employer contributions are wildly inaccurate, when they are provided at all. Tempe's current (FY 2016-17) minimum employer contribution to PSPRS is approximately \$19.1 million for sworn employees in police and fire. That amount will increase to approximately \$24.4 million in FY 2017-18, based on new contribution rates provided by PSPRS in December. PSPRS employer contribution rates for Tempe are currently 45.68% for Police and 53.67% for Fire employees (49.13% net of the Fire Insurance Premium Tax credit). The rates will increase to 56.57% and 64.60% (60.66% net of Fire Insurance Premium Tax credit), respectively, in FY 2017-18. PSPRS had previously provided estimates of only slight increases to employer contribution rates but, based on the information contained in the most recent actuarial reports, we are projecting more significant increases throughout the forecast period.

Proposition 206, approved by voters in 2016, increased the statewide minimum wage beginning January 2017 and requires incremental increases annually through 2020. It also requires large employers to provide sick leave to part-time workers beginning July 2017. The potential impacts to the City's General Fund are estimated to be \$288,000 in the first full year of implementation, increasing to over \$668,000 per year after the 4-year implementation. Options for addressing these potential cost increases will be discussed with the City Council during the forecast presentation.

Improved Forecasting Methodology

The Municipal Budget Office employs sophisticated modeling techniques in the development of long-range revenue projections for the City's wide-ranging revenue sources. Revenue projections have been very accurate in the largest and most critical revenue categories over the years. In the two latest forecasts, the Budget Office has incorporated a new approach into the forecasting models to improve the accuracy of revenue projections. Regression analysis has been used in Tempe's revenue forecasting models for quite some time – plotting past revenue to develop patterns predictive of future revenue. The regression analysis is now being strengthened by analyzing the bias in the underlying economic data used in the models by comparing past revenue predictions with actual outcomes and adjusting our projections based on an acceptable risk of deviation. The result is a more risk-aware, bias-adjusted forecast, more indicative of future revenue.

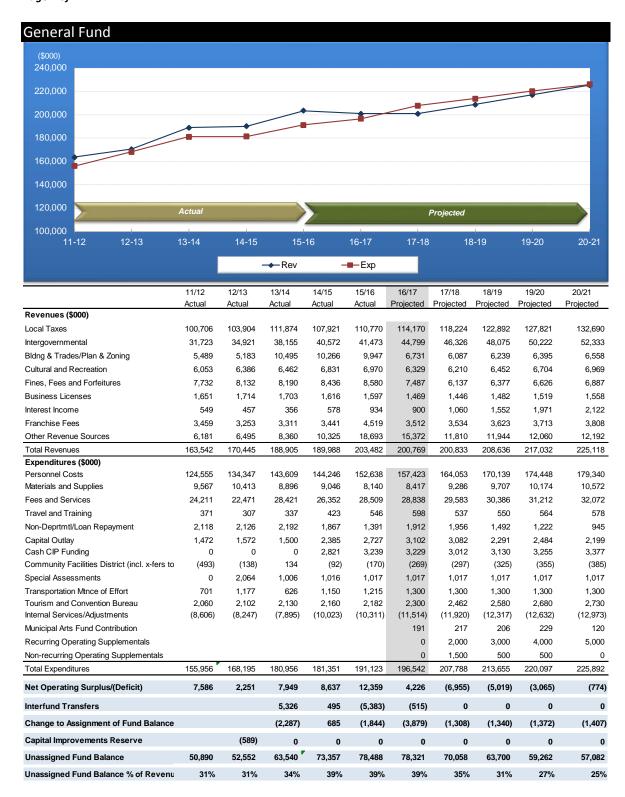
Recent Policy Direction Provided by the City Council

- 1) Contributions to the Municipal Arts Fund By ordinance, a transfer equivalent to 1% of annual budgeted capital expenditures must be made to the Municipal Arts Fund. Specific direction was given by the City Council to suspend the transfer from the General and Transit Funds during the most recent economic downturn. After the introduction of the Arts Master Plan at the beginning of the current fiscal year, direction was given to restore the annual 1% General Fund contribution. The contribution is included in every year of the forecast and is estimated to be approximately \$217,000 from the General Fund in 2017-18.
- 2) Use of restricted cash/revenue The City Council placed restrictions on the GPLET lease revenue from the Zaremba, Liberty and Grigio/Picerne developments, as well as the land sale proceeds from the Liberty development. In the past two years, \$6 million of the restricted cash was transferred to capital projects for park improvements at the City Council's direction. The current restricted balance in the General Fund (after the \$6 million transfer to parks projects) is approximately \$4.7 million. Projected revenue going forward is as follows:
 - Zaremba lease and parking revenue
 - o Continuing revenue stream of \$600k-\$900k per year through 2042
 - Grigio/Picerne lease revenue
 - Continuing revenue stream of \$100k per year through 2020; \$128k per year 2021-2031; \$178k-\$315k per year 2032-2043
 - Liberty lease and land sale proceeds
 - Land sales are almost complete; ongoing lease revenue of approximately \$1.3 million per year through 2022, followed by continuously diminishing revenue to \$324k in 2026, the final year of lease revenue.

- 3) Supplemental budgets tied directly to strategic planning The budget planning process includes opportunities for departments to identify supplemental funding needs. In the past, this process has involved a prioritization of the supplemental requests, which has been somewhat subjective and has not been guided by any formal performance measurement process. With the City Manager's initiative to formalize the City's strategic planning process, we have an opportunity to evaluate budget requests based on measurable performance standards, tied directly to City Council priorities. Supplemental budget proposals by the City Manager for 2017-18 year will be based on more clearly-identified strategically-defined needs.
- 4) Employee compensation strategy The forecast assumes that compensation provisions contained in employee group Memorandums of Understanding (MOU's) will be honored and that renewed MOU provisions for 2017-18 and beyond would provide for 3% step increases for employees moving through pay ranges in groups that do not have formal pay plans. It also assumes that pay ranges will be adjusted based on market study results.

Forecast Models for Individual Operating Funds

The following pages contain comments on significant changes to the forecasts of the City's operating funds. Throughout this document, dollar amounts are expressed in thousands of dollars, so add three zeros to the numbers in fund models.



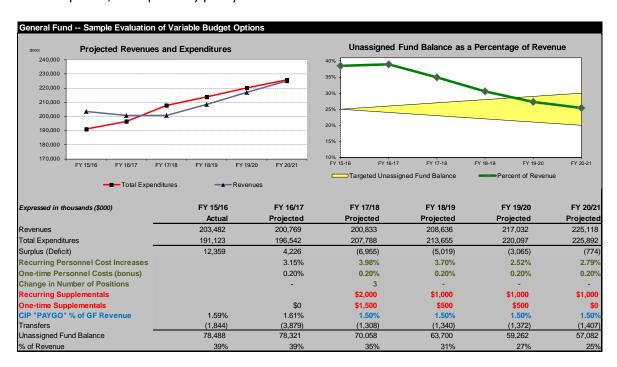
The figure above provides detail for budgeted accounts within the General Fund, with "sample" budget decisions incorporated from the interactive model appearing on the following page:

1) Projected growth in annual compensation represents the projected cost of contributions to retirement systems, salary step increases included in current MOU's, 3% step increases for employee groups subsequent to the expiration of current MOU's, projected market

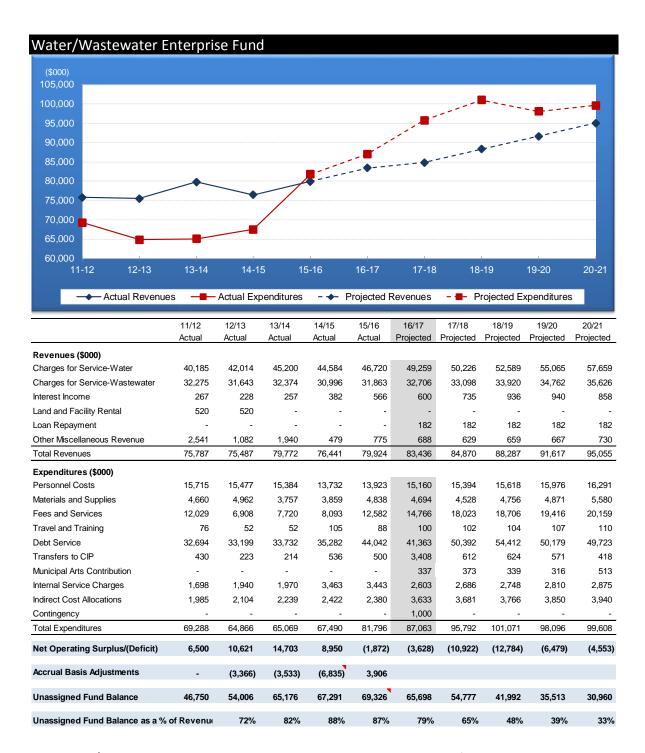
adjustments to the salary ranges and increases to health/dental/life insurance plans as provided in the detailed assumptions on the last page of this report.

2) Recurring and non-recurring supplemental budget increases have been included in each year of the General Fund model to address funding needs necessary to maintain and enhance service levels.

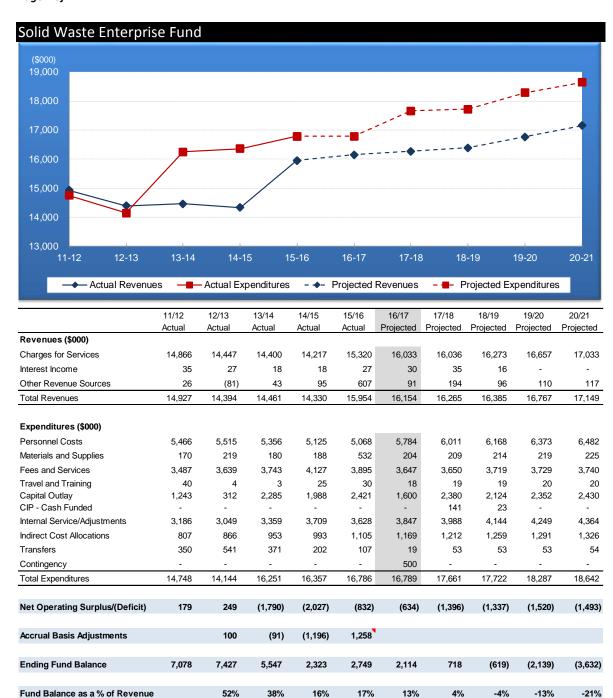
The forecast includes a measured spend-down of fund balance without jeopardizing the stability of the fund in the future. This General Fund model is consistent with the City's strategy to use fund balance to soften the impact of the expiration of the temporary .2% sales tax in June 2014. The projected growth variables displayed in the model are not recommendations by management at this point, but examples to demonstrate how projected resources could be allocated in future years and still comply with the fund balance policy. The graph on the right side of the figure shows how the unassigned fund balance stays above the policy minimum of 20% throughout the forecast period, as required by policy.



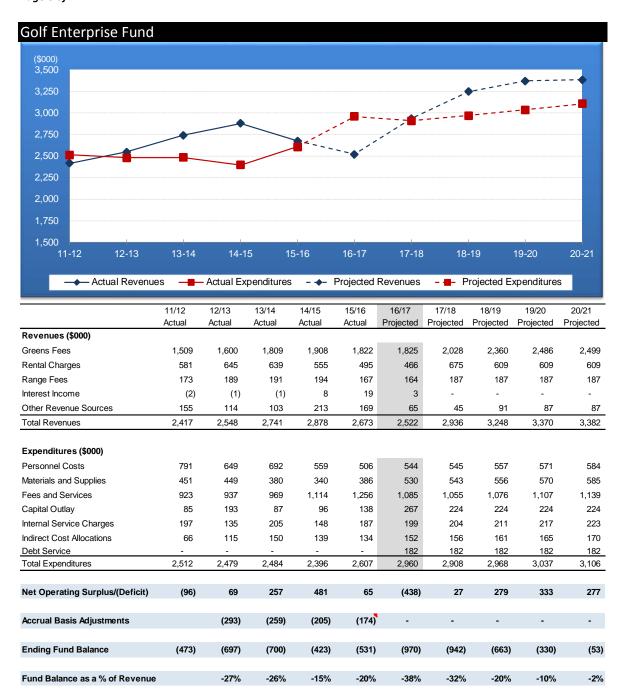
This forecast for the General Fund shows improved revenue projections from the last forecast. Several non-recurring revenues helped bolster the fund balance. For example, the City received \$3 million related to a re-negotiated lease of the Buttes Hotel site and another \$740,000 as a result of a change in ownership at the same hotel. Increased PSPRS contributions have added to the projected recurring personnel costs throughout the forecast and necessitated reductions in supplemental budget funding and cash CIP funding throughout the forecast.



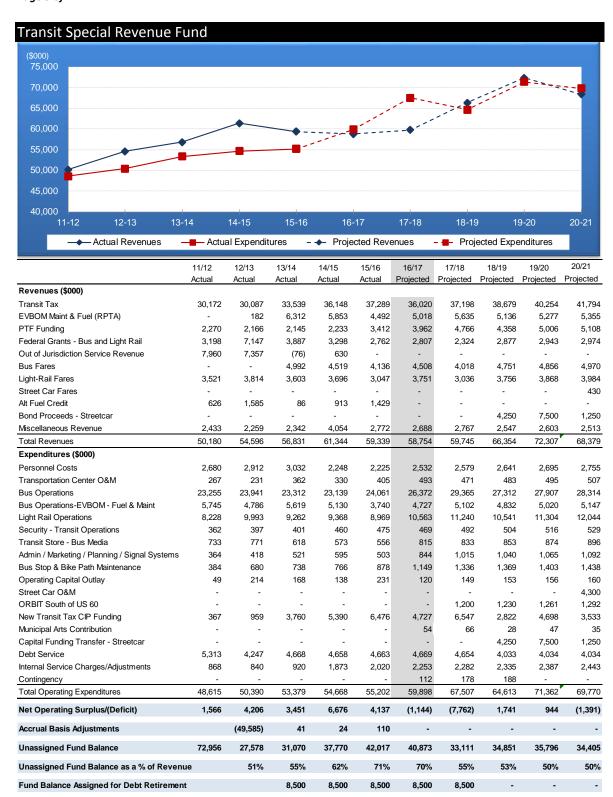
The Water/Wastewater Fund projections assume the implementation of rate adjustments developed in the last utility rate study. Since that rate study, one planned adjustment to single-family residential rates was postponed and the Public Works Department has proposed significant increases to the water and wastewater capital improvement program. The forecasted revenues and expenditures above will need to be adjusted after the upcoming 2017 utility rate study.



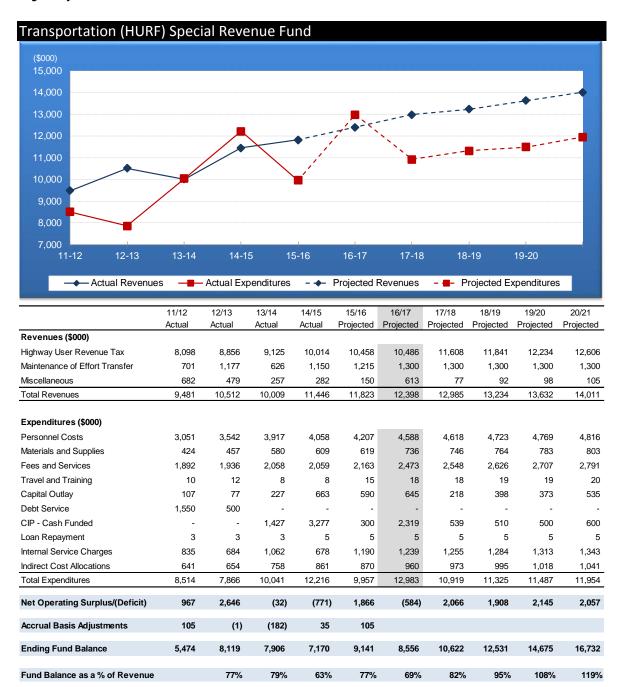
This model assumes continued implementation of the rate adjustments presented to the City Council by Public Works after their last comprehensive rate study. Public Works has updated solid waste revenue projections based on recent legislative action that increased competition from the private sector for commercial clients. These updates show a deteriorating operating fund and will need to be taken into account in the upcoming 2017 utility rate study in order to appropriately adjust rates, operations, or both.



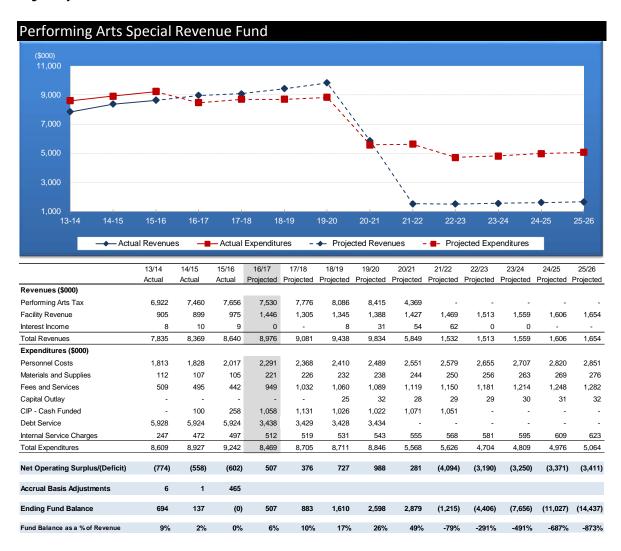
The Golf Enterprise Fund continues to generate increased revenues and is projected to perform slightly better than break-even in the remaining years of the forecast. Projected surpluses in future years will be used for asset maintenance/replacement, while maintaining a fund balance at or above the 15% policy level. Improvements to the irrigation system at the Rolling Hills Golf Course should further stabilize the fund. User fees in 2015-16 and 2016-17 reflect a short shutdown of Rolling Hills during the irrigation system repairs.



The Transit Fund is relatively stable with a healthy fund balance. The model includes estimated operating costs for the proposed streetcar project and the expansion of Orbit bus services farther south in the City. The model also includes a \$13 million commitment to fund a portion of the construction of the streetcar project, as well as the offsetting \$13 million revenue anticipated from the issuance of bonds to be repaid from property owners along the streetcar route.



The Transportation Fund receives the large majority of its funding from State-shared Highway User Revenue Funds (HURF). The City uses the money to fund street improvements. After sweeping over \$6.8 million from the City's distribution from 2004 through 2014, the Legislature partially restored the annual appropriations. For FY 2015-16 and forward, HURF tax collections are expected to improve slightly, providing additional cash-funding for street projects. The "CIP – Cash Funded" line item will be increased during the City's CIP process this year.



Approximately 90% of the revenue in the Performing Arts Fund is derived from the City's 0.1% Arts Sales Tax. The rest is received from users of the Tempe Center for the Arts (TCA).

Revenues have not been sufficient to cover expenditures and the fund balance has been depleted. Half of the debt issued to build the TCA was retired in 2015-16, resulting in a \$2.5 million reduction of the annual debt service cost. Going forward, an annual surplus will grow the fund balance to approximately \$2.9 million by 2020, when the Arts Tax expires and the remaining debt is retired. Projected revenues have been reduced since the November forecast and projected expenditures have been increased. The annual structural deficit after 2020 is projected to reach \$4 million. Proposed increases to capital expenditures that will be considered during the current CIP process have not been incorporated into the current forecast.

Forecast Growth Rates - February 16, 2017

| Revenues | FY 16/17 | FY 17/18 | FY 18/19 | FY 19/20 | FY 20/21 |
|------------------------------------|----------|----------|----------|----------|----------|
| Taxable Sales Growth | 1.4% | 3.3% | 4.0% | 4.1% | 3.8% |
| General Fund Sales Tax Revenue (1) | 1.3% | 3.3% | 4.0% | 4.1% | 3.8% |
| Total Sales Tax Rate | 1.8% | 1.8% | 1.8% | 1.8% | 1.8% |
| General Fund | 1.2% | 1.2% | 1.2% | 1.2% | 1.2% |
| Transit Fund | 0.5% | 0.5% | 0.5% | 0.5% | 0.5% |
| Performing Arts Fund | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% |
| Primary Property Tax Levy Growth | 5.8% | 5.2% | 4.0% | 4.0% | 4.0% |
| Bed Tax Taxable Sales Growth | 22.1% | 3.5% | 3.5% | 3.3% | 3.2% |
| Bed Tax Rate | 5.0% | 5.0% | 5.0% | 5.0% | 5.0% |
| City Population Growth | 1.4% | 1.4% | 1.4% | 1.4% | 1.4% |
| State Population Growth | 1.5% | 1.7% | 1.8% | 1.8% | 1.8% |
| State Shared Income Tax Growth | 10.7% | 2.6% | 3.0% | 4.3% | 3.9% |
| State Shared Sales Tax Growth | 1.8% | 3.8% | 4.3% | 4.7% | 4.7% |
| State Vehicle License Tax Growth | 14.7% | 4.9% | 4.8% | 4.6% | 4.1% |
| Building and Trades Growth | -32.3% | -9.6% | 2.5% | 2.5% | 2.6% |
| Cultural and Recreational Growth | -9.2% | -1.9% | 3.9% | 3.9% | 4.0% |
| Fees, Fines, Forfeitures Growth | -12.7% | -18.0% | 3.9% | 3.9% | 4.0% |
| Business Licenses Growth | -8.0% | -1.6% | 2.5% | 2.5% | 2.6% |

| Expenditures | <u>FY 16/17</u> | FY 17/18 | FY 18/19 | FY 19/20 | FY 20/21 |
|------------------------------------|-----------------|----------|----------|----------|----------|
| | | | | | |
| Personnel Costs Growth (2) | 4.1% | 3.7% | 3.3% | 2.6% | 2.7% |
| FICA (% of payroll) | 7.7% | 7.7% | 7.7% | 7.7% | 7.7% |
| State Retirement (% of payroll) | 11.48% | 11.50% | 11.92% | 11.92% | 11.54% |
| Police Retirement (% of payroll) | 45.68% | 56.57% | 61.92% | 62.83% | 63.63% |
| Fire Retirement (% of payroll) (3) | 49.13% | 60.66% | 67.64% | 69.34% | 70.88% |
| Health, Dental, Life Actives | 7.7% | 7.7% | 7.7% | 7.7% | 7.7% |
| Health, Dental, Life Retirees | 10.4% | 9.2% | -7.1% | -5.3% | 0.9% |
| Mediflex Growth | 93.0% | 5.0% | 0.0% | 0.0% | 0.0% |
| Other Fringe Benefits Growth | 27.3% | 1.1% | 0.0% | 0.0% | 0.0% |
| General Inflation | 1.6% | 2.3% | 2.5% | 2.5% | 2.6% |
| Electricity Inflation | 3.3% | 3.3% | 3.3% | 3.3% | 3.3% |
| Water Inflation | 4.8% | 0.0% | 4.8% | 4.8% | 4.8% |
| Sewer Inflation | 2.5% | 0.0% | 2.5% | 2.5% | 2.5% |
| Gasoline Inflation | -5.2% | 6.1% | 10.3% | 10.9% | 7.3% |

⁽¹⁾ The 0.2% temporary sales tax expired 7/1/14.
(2) Excluding OPEB Trust Fund Advance/Withdrawal

 $^{^{\}rm (3)}$ Net of Fire Insurance Premium Tax credit